

**Council on Postsecondary Education  
Committee on Equal Opportunities  
April 17, 2006**

**Equal Opportunities Funding Analysis  
Draft Approach**

At the February 20 meeting the CEO asked Council staff and institutions to report on the use of monies appropriated by the 1984 General Assembly to support institutional efforts to meet the commitments made in Kentucky's Higher Education Desegregation Plan (currently referred to as The and the Partnership Agreement).

Suggested analysis approach:

- Use of funds over a ten-year period 1997 through 2006
- Allocation of funds for financial aid/scholarships awarded by year, number of students, and race
- Allocation/use of funds to recruit faculty (amount to advertising, salary supplement, number of faculty hired, retained, etc).
- Allocation/use of funds to recruit staff (amount to advertising, salary supplement, number of faculty hired, retained, etc).
- Allocation/use of funds to provide equipment and space for programs and activities.
- Are funds being used for purposes other than that approved by the Council? If so, what are the uses and when did CPE authorize the reallocation of funds?
- General assessment of how effective the funds and initiatives supported by the funds are in assisting the institutions to diversify.

### **Historical Context of Funding**

Authorization: The desegregation plan implementation funds were requested by the Council and authorized by the 1984 session of the General Assembly.

Purpose of the Funds: Funds were requested by the Council to support institutional efforts to meet the commitments made in the 1982 Kentucky Higher Education Desegregation Plan. Specifically, the funds were appropriated to support enhancements of Kentucky State University, the historically black university, and to desegregate student enrollments and faculty and staff employment at the traditionally white institutions. The appropriations recognized that special funding was essential to achieve parity at each institution and within the system. Also, the appropriation recognized that base funding did not adequately address the commitments of the desegregation plan.

Enhancement of KSU: Funding was authorized to support desegregation plan commitments to enhance and strengthen academic programs, faculty development, university scholarships to support the liberal studies program, faculty exchange and seminars, student advising and counseling, and student services.

Traditionally White Institutions: Funding was authorized to support student and staff desegregation activities at the traditionally white institutions and to support efforts by University of Kentucky, University

of Louisville, and Northern Kentucky University to assist in the enhancement of KSU through establishment of a graduate education center. Also, the funds were intended to support the following general areas as identified in the desegregation plan, student recruitment, student retention, financial aid, and faculty and staff recruitment and retention.

Some specific initiatives to support recruitment of undergraduate minority students included visitations to middle schools and community colleges, special visits to predominately black high schools, peer recruitment activities, support for minority student organizations and activities, university departmental orientation programs, community-based liaisons and activities, summer minority fellowship programs for juniors and seniors to work with faculty, development of handbooks, survival kits, brochures, career/college fairs, coordinator for minority student recruitment, minority admissions counselor, minority awareness committee, and marketing and advertising campaigns.

The rationale and purpose for supporting the recruitments of undergraduate students also applied to supporting recruitment of students to enroll in graduate and professional programs. In conjunction with the recruitment activities funds were also sought to develop effective programs to retain the students until they graduated. Examples of programs supported are minority student affairs, pre-service training workshops for residence hall counselors, recruitment of African American residence hall counselors, systems to track the progress of minority students and target services for students experiencing difficulty, and student learning and development centers.

The funds were also intended to address special problems of advertising associated with recruiting minority faculty and staff, developing special seminars to encourage information and cultural exchange, participating in graduate student recruitment programs, establishing visiting professorships, sponsoring conferences of special interest, establishing regular contact with minority organizations, advertising with minority organizations and publications, sponsoring summer programs, continuing education courses and counseling, special training programs for staff, developing temporary employment labor pools to retain qualified employees, and assisting current employees to further their education.

**EQUAL EDUCATIONAL OPPORTUNITY FUNDS\***  
**ACTUAL FY 1985-86, FY 1989-90 and FY 2002-03**

	EKU	KCTCS	KSU	MoSU	MuSU	NKU	UK	UofL	WKU	UK-LCC	Total
<b>State General Fund</b>											
Desegregation Funding 1984-86 (Original)	\$ 164,900	\$ 85,100	\$ 2,016,800	\$ 49,400	\$ 78,800	\$ 134,400	\$ 594,300	\$ 445,200	\$ 106,100		\$ 3,675,000
Desegregation Funding 1988-90 (Funds in inst. base)	193,800	94,200	2,367,000	99,500	103,300	153,400	682,300	499,400	220,300		4,413,200
Desegregation Funding 2002-03 (Reported by inst.)	338,330	485,100		42,500	430,000	147,100	1,378,600	3,555,900	360,100	13,500	6,751,130
<b>State Supported Capital Construction</b>											
Desegregation Funding 1984-86 (KSU only)			\$ 15,013,100								\$15,013,100
<b><u>Expenditure by Object: 2002-03 Actual</u></b>											
Personnel Costs	\$ 110,480	\$ 194,300		\$ 38,000	\$ 173,700	\$ 58,840	\$ 56,400	\$ 303,300	\$ 257,600	\$ -	\$ 1,192,620
Operating Expenses	144,100	180,500		4,100	74,500	14,710	92,700	56,700	38,700	-	606,010
Grants, Loans, or Benefits	83,750	110,300		400	177,700	73,550	1,229,500	-	63,800	13,500	1,752,500
Debt Service	-	-		-	-	-	-	-	-	-	-
Capital Outlay	-	-		-	4,100	-	-	-	-	-	4,100
<b>Total Expenditures</b>	\$ 338,330	\$ 485,100	\$ -	\$ 42,500	\$ 430,000	\$ 147,100	\$ 1,378,600	\$ 360,000	\$ 360,100	\$ 13,500	\$ 3,555,230
<b><u>Use of Funds: 2002-03 Actual</u></b>											
<b>KSU (only)</b>											
Academic Program Enhancement											-
Faculty Development											-
Student Services											-
Minor Equipment											-
Minor Capital Projects											-
Student Financial Aid											-
Other											-
<b>Total Use of Funds</b>	-	-	-	-	-	-	-	-	-	-	-
<b>TWI's: 2002-03 Actual</b>											
Minority Student Recruitment & Retention	\$ 127,290	\$ 180,100		\$ 30,100	\$ 124,300	\$ 63,253	\$ 148,500	\$ 360,000	\$ 296,300	\$ -	\$ 1,329,843
Minority Faculty and Staff Recruitment & Retention	127,290	194,700		12,000	128,000	26,478	600	-	-	-	489,068
Minority Student Financial Aid	83,750	110,300		400	177,700	57,369	1,229,500	3,195,900	63,800	13,500	4,932,219
Support of KSU Enhancement	-	-		-	-	-	-	-	-	-	-
<b>Total Use of Funds</b>	\$ 338,330	\$ 485,100	\$ -	\$ 42,500	\$ 430,000	\$ 147,100	\$ 1,378,600	\$ 3,555,900	\$ 360,100	\$ 13,500	\$ 6,751,130

TWI - Traditionally White Institutions